

WasteCo Group Limited

Diversity Policy

Date adopted: 27 October 2020

Date revised: 5 December 2022

Version: 2

DIVERSITY POLICY

Purpose and Scope

WasteCo Group Limited (*WasteCo Group, Company, we*) believes that a diverse workforce is essential for it to be able to deliver its strategic objectives and continue to meet its responsibilities to its customers, its employees and its shareholders.

The Board is committed to a culture that promotes diversity. WasteCo Group believes that diversity within our workforce makes our organisation stronger and more capable. With a diverse team we are more able to understand our broad-ranging customer and stakeholder needs and to respond effectively to them.

This policy will form the basis by and through which WasteCo Group will develop and manage its approach to diversity.

Principles

WasteCo Group's diversity focuses on gender, age, ethnicity, sexual orientation, inclusion and flexibility. The activity we undertake across these areas of focus is aligned to the following principles:

- increasing the diversity of our workforce at senior levels;
- creating a flexible and inclusive work environment that values difference and enhances business outcomes;
- harnessing diversity of thought and capitalising on individual differences;
- leadership behaviours that reflect our belief in the value of inclusion and diversity; and
- retaining and attracting a talented workforce through increasing the diversity of the candidate pool and maintaining a recruitment strategy that is attractive to all candidates.

Programs and Initiatives

WasteCo Group will continue to enhance practices and programs which enable the identification, development, retention and recognition of programs and practices that promote and support an environment of diversity and inclusiveness.

Such programs and practices do, and will, encompass wherever possible:

- employee recruitment;
- employment terms, including flexible work arrangements, parental leave and return to work among others;
- leadership development, including training in enhancing diversity practices and leading diverse teams; and
- reward and recognition.

Ownership and responsibility

Under the Board's Corporate Governance Code, it is responsible for seeking diversity in the skills, attributes and experience of its members across a broad range of criteria so as to represent the diversity of Shareholders, business types and regions in which WasteCo Group operates.

Although the WasteCo Group board oversees WasteCo Group's focus on diversity, it delegates the responsibility for the management oversight and administration of the policy to the Chief Executive Officer.

Progress and Review

Under this policy the Board is also responsible for establishing measurable objectives for assessing our performance against this policy.

The Chief Executive Officer will lead the implementation of this policy through programmes that encourage diversity and will provide reports to the Board on how the Company is performing.

Each year the Company will:

- review the effectiveness and relevance of this policy;
- look at inclusion metrics across all levels of the organisation to identify areas for improvement;
- provide a summary of inclusion and diversity related programmes undertaken and planned; and
- provide an evaluation of the Company's performance with respect to this policy, including the progress towards achieving the measurable objectives.

The Board will review this policy as required, but at least every two years.

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